

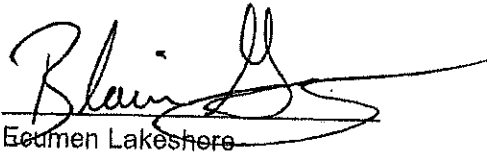
LETTER OF UNDERSTANDING
ECUMEN LAKESHORE AND UFCW LOCAL 1189


Temporary Shift Pick-Up Bonuses

It is agreed upon for the period of July 26 - September 9 as an added incentive Lakeshore will offer Pick-up bonuses for qualified employees working Resident Assistant shifts in the Shores who voluntarily pick up additional shifts to help during this critical staffing period. These bonuses will be in addition to any pick-up bonuses identified in the Collective Bargaining Agreement.

To help fill the schedule in advance > 48 hours

- o \$50 for a full shift picked up, \$25 for half shifts. A full shift would be any complete shift as listed on the schedule, a half shift would be a minimum of 2 hours.
- o For multiple shift pick-up, 3+ days in a pay period, a shift BONUS + \$20 per full shift/\$10 per half shift. This must be approved by the scheduler.
- o Any NOC shift pick up will receive the shift bonus + \$20 per full shift
- o Mandations will not receive a bonus.


Ecumen Lakeshore


UFCW Local 1189

7/23/21
Date

23 July 21
Date